

DDA
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OLL 84-2829

7 August 1984

MEMORANDUM FOR: Director, Office of Legislative Liaison

VIA: Chief, Liaison Division/OLL

FROM: [REDACTED]

Liaison Division/OLL

STAT

SUBJECT: "Pay Banding": New Pay Schedules for
Telecommunications Officers

1. The Director of Personnel and Communications are planning to implement on 1 October 1984 new pay schedules for some 900 telecommunications officers in the Office of Communications (OC). The new schedules, called "Pay Banding," include five pay schedules with 29 to 32 steps in each schedule. It is now speculated that if the new system functions successfully for this initial group, it would be extended to include about 400 OC technicians, and then to include other Agency groups. "Pay Banding" has been discussed as a possible Agency-wide system that could replace the General Schedule.

2. The Office of Personnel is preparing a memorandum for the DDCI to send to the House and Senate Oversight Committees and to the Office of Management and Budget. While Section 8 of the CIA ACT gives the Agency the authority to implement this change without informing the Committees, it seems advisable to do so. Only one other federal agency is experimenting with the new system. The Department of the Navy has been trying the new schedules at a China Lake, California facility since 1980 and recently received Congressional approval to extend the experiment an additional five years. The Congressional Budget Office will publish cost analysis of "Pay Banding" in about three weeks; reportedly, the study will point out the relatively high cost of this schedule. According to [REDACTED] of Position Management and Compensation Division, Office of Personnel,

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the start-up cost will be an estimated one-half to one million dollars. In the long term, "Pay Banding" might be more cost effective than the General Schedule, but Personnel's cost data is weak and additional analysis is necessary. A task force has been meeting since June to identify the administrative and mechanical procedures needed to support the system.

3. OC management is currently telling OC employees that "Pay Banding" is a revolutionary concept that will allow employees to earn more frequent and consistent pay raises that will bring them up to market place salaries. The General Schedule is being criticized as inflexible and full of barriers that cause long delays in pay increases. OC has made a video tape on "Pay Banding" to send to overseas stations.

4. The Department of State has been told that the Agency is looking at alternative pay schedules, but has not been told the details. Other federal components, such as the Office of Personnel Management and the Navy, are aware of the Agency's serious interest in "Pay Banding".

Attachments:
OC Charts on "Pay Banding"



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||||| ***“BANDING”*** |||||

... A New Approach ...

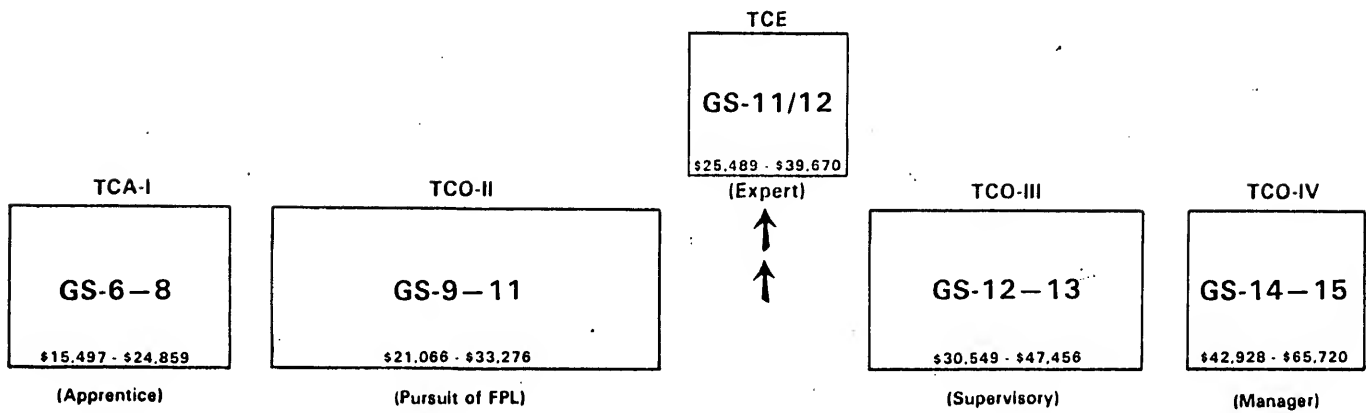
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Performance lead to


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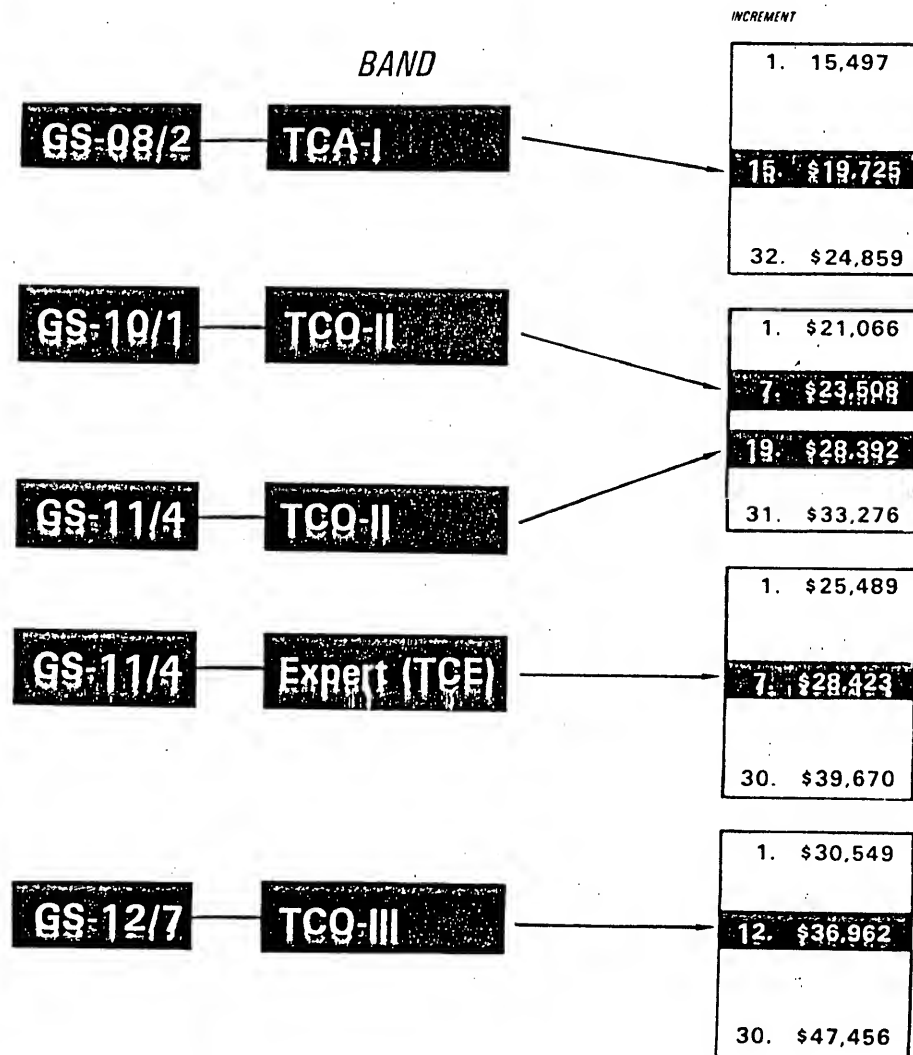
HOPE

4 June 84

	LOW END 									HIGH END			
INCREMENT	1	2	3	14	15	16	17	18	29	30	31	32	
TCA-I Apprentice	15497	15799	16101	19423	19725	20027	20329	20631	23953	24255	24557	24859	
TCO-II Telecommunications Officer	21066	21473	21880	26357	26764	27171	27578	27985	32462	32869	33276		
TCE Expert	25489	25978	26467	31846	32335	32824	33313	33802	39181	39670			
TCO-III Telecommunications Supervisor	30549	31132	31715	38128	38711	39294	39877	40460	46873	47456			
TCO-IV Telecommunications Manager	42928	43742	44556	53510	54324	55138	55952	56766	65720				

HOPE

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Certification Program = 5 Mandatory + 3 Electives

MANDATORY SKILLS

1. Carrier Systems Operation
2. Crypto Systems Operation
3. Terminal Systems Operation
4. Equipment Fault Isolation (LRU)
5. Contingency Communications

ELECTIVE SKILLS

1. Emergency Communications
2. Morse Code
3. Facilities Administration
4. C. Communications
5. Craft Systems Administrator
6. Craft Systems Maintenance
7. Test Equipment Operation
8. Generator Systems Maintenance
9. Motor Generator Maintenance
10. Uninterrupted Power Source Maintenance (UPS)
11. Air Conditioning System Maintenance
12. Communications Equipment Preventive Maintenance
13. Safety

HOPE

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1984 PAY SCHEDULE FOR FEDERAL WHITE-COLLAR WORKERS

	1	2	3	4	5	6	7	8	9	10
1	\$9,023	\$9,324	\$9,624	\$9,924	\$10,224	\$10,400	\$10,697	\$10,995	\$11,008	\$11,283
2	10,146	10,386	10,722	11,008	11,129	11,456	11,783	12,110	12,437	12,764
3	11,070	11,439	11,808	12,177	12,546	12,915	13,284	13,653	14,022	14,391
4	12,427	12,841	13,255	13,669	14,083	14,497	14,911	15,325	15,739	16,153
5	13,903	14,366	14,829	15,292	15,755	16,218	16,681	17,144	17,607	18,070
6	15,497	16,014	16,531	17,048	17,565	18,082	18,599	19,116	19,633	20,150
7	17,221	17,795	18,369	18,943	19,517	20,091	20,665	21,239	21,813	22,387
8	19,073	19,709	20,345	20,981	21,617	22,253	22,889	23,525	24,161	24,797
9	21,066	21,768	22,470	23,172	23,874	24,576	25,278	25,980	26,682	27,384
10	23,199	23,972	24,745	25,518	26,291	27,064	27,837	28,610	29,383	30,156
11	25,489	26,339	27,189	28,039	28,889	29,739	30,589	31,439	32,289	33,139
12	30,549	31,567	32,585	33,603	34,621	35,639	36,657	37,675	38,693	39,711
13	36,327	37,538	38,749	39,960	41,171	42,382	43,593	44,804	46,015	47,226
14	42,928	44,359	45,790	47,221	48,652	50,083	51,514	52,945	54,376	55,807
15	50,495	52,178	53,861	55,544	57,227	58,910	60,593	62,276	63,959	65,642
16	59,223	61,197	63,171	65,145	67,119	69,093	71,067	73,041	75,015	
17	69,376*	71,689*	74,002*	76,315*	78,628*					
18	81,311*									

*The rate of basic pay payable to employees at these rates is limited to the rate payable for level V of the Executive Schedule, \$66,400.
NOTE: THIS PAY RAISE IS RETROACTIVE TO JANUARY 1984.

SOURCE: OFFICE OF PERSONNEL MANAGEMENT

BANDING

TELECOMMUNICATIONS OFFICER PAY SCHEDULE
(TCO Schedule)

TCA-1 - Apprentice Telecommunications Officer

<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>
15497	15799	16101	16403	16705	17007	17309	17611	17913	18215	18517	18819	19121	19423	19725	20027
<u>17</u>	<u>18</u>	<u>19</u>	<u>20</u>	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	<u>25</u>	<u>26</u>	<u>27</u>	<u>28</u>	<u>29</u>	<u>30</u>	<u>31</u>	<u>32</u>
20329	20631	20933	21235	21537	21839	22141	22443	22745	23047	23349	23651	23953	24255	24557	24859

TCO-II - Telecommunications Officer

<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	
21066	21473	21880	22287	22694	23101	23508	23915	24322	24729	25136	25543	25950	26357	26764	
<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>	<u>20</u>	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	<u>25</u>	<u>26</u>	<u>27</u>	<u>28</u>	<u>29</u>	<u>30</u>	<u>31</u>
27171	27578	27985	28392	28799	29206	29613	30020	30427	30834	31241	31648	32055	32462	32869	33276

TCE - Expert Telecommunications Officer

<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>
25489	25978	26467	26956	27445	27934	28423	28912	29401	29890	30379	30868	31357	31846	32335
<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>	<u>20</u>	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	<u>25</u>	<u>26</u>	<u>27</u>	<u>28</u>	<u>29</u>	<u>30</u>
32824	33313	33802	34291	34780	35269	35758	36247	36736	37225	37714	38203	38692	39181	39670

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TELECOMMUNICATIONS OFFICER PAY SCHEDULE
(TCO Schedule)

TCO-III - Telecommunications Supervisor

<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>
30549	31132	31715	32298	32881	33464	34047	34630	35213	35796	36379	36962	37545	38128	38711
<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>	<u>20</u>	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	<u>25</u>	<u>26</u>	<u>27</u>	<u>28</u>	<u>29</u>	<u>30</u>
39294	39877	40460	41043	41626	42209	42792	43375	43958	44541	45124	45707	46290	46873	47456

TCO-IV - Telecommunications Manager

<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>
42928	43742	44556	45370	46184	46998	47812	48626	49440	50254	51068	51882	52696	53510	54324
<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>	<u>20</u>	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	<u>25</u>	<u>26</u>	<u>27</u>	<u>28</u>	<u>29</u>	
55138	55952	56766	57580	58394	59208	60022	60836	61650	62464	63278	64092	64906	65720	